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PREPARED AND PRESENTED BY

JUSTICE FOR MIGRANT WOMEN



Justice for
Migrant Women

A MORE COMPLETE STORY OF THE LATINA PAY GAP

No matter the level of education, industry or sector, women are not paid equitably for their work. The gender pay gap is the overall earnings differential between white, non-Hispanic male workers and women workers, including salaries, hourly pay, bonuses and tips. Equal Pay Day observances began in 1996 as a public awareness event to illustrate the gender pay gap. Originally called 'National Pay Inequity Awareness Day', these observances were created by the National Committee on Pay Equity and were changed to Equal Pay Day in 1998.



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Latinas are among the women who face the widest pay gap in the United States. Most recent data from the U.S. Census Bureau shows that **Latinas are paid, on average, 52 cents** for every dollar made by white, non-Hispanic men. The Current Population Survey reports that on average, white men working full time and part time are paid **\$60,830** per year. For Latina women, this average is just **\$31,600** per year.

LOOKING BEYOND THE AVERAGE

Historically, many women workers were excluded in pay gap calculations because considered data was limited to earnings from women who worked full time, year round. As a consequence, only individuals who worked between [50-52 weeks of the year and at least 35 hours per week were included in gender pay gap calculations](#). These qualifiers demonstrated that even among jobs more likely to be salaried and higher paying, the pay gap was very wide. In 2022, the pay gap for full time Latina workers averaged **57 cents** for every dollar paid to a white, non-Hispanic man.

Due to the prior methodology, for decades there have been millions of working women, including migrant and seasonal workers, whose reality was not reflected by the numbers that political leaders and advocates widely used in their analysis and related advocacy.

Ensuring data collection and subsequent calculations are inclusive is crucial to understanding the experiences of women working across the United States. Inclusive data collection better positions policy makers, advocates, businesses and

agencies to address unequal and unjust pay and develop solutions that do not leave behind the most vulnerable workers.

In 2022, for the first time, pay gap calculations included earnings data from both full-time and part-time workers. By using a more inclusive view of the existing data set, the pay gap calculation now includes [27 million](#) additional working women (Appendix Item #5).

For Latinas, a more inclusive pay gap calculation illustrates a truer depiction of the state of all Latinas working in the United States. Justice for Migrant Women centers migrant and rural women, many of whom are Latina. We know that the more detailed and disaggregated the data, the more comprehensively we can understand the reality that Latinas in the United States confront on a daily basis.

This change in analysis has been important. We must look beyond the average to gain a better understanding of the unique perspectives of different working women, including rural women, immigrant community members and women with different lived experiences.

RURAL LATINAS

More than 19 million women live in rural United States. Rural America includes individuals of many diverse backgrounds, including Latina, Indigenous and Native, Black, and Asian women, as well as women of other races and ethnicities. Most rural and migrant women in the United States live in poverty, face persistent inequality, and lack the services and the protections that they need to live healthy and whole lives.

In fact, the data reveals that Latinas living in rural areas, including women who are employed in agriculture, face greater economic insecurity than white, non-Hispanic men living in rural areas in the United States.

LATINAS WHO LIVE IN RURAL AREAS REPORTED EARNING \$23,120 IN 2022, COMPARED WITH \$40,970 FOR NON-HISPANIC WHITE MALES.



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Political leaders often perceive rural America as white and monolithic, with blanket solutions that do not address rural women’s complex issues. Economic security is one of those issues. This perception must change; it is inaccurate and can result in harmful outcomes for rural women and their families.

Telling the story of rural Latinas and all rural women is important for the overall health and wellbeing of the rural communities where they live, and the entire country.

Many of these Latinas care for children and families, feed us, and work in the food supply chain, yet they often cannot afford to care for themselves and their families. This is compounded by the general lack of access to resources that exists in rural communities.

MYTH BUSTING: EDUCATION AND THE LATINA PAY GAP

All work is skilled work, whether paid or unpaid. It is a myth that Latinas are uneducated and it is a myth that the lack of education causes the pay gap. For example, Latinas with a professional degree reported earning **\$67,390** in 2022, while white non-Hispanic men reported earnings of **\$112,300**. At any level of education, Latinas face a pay gap.

LATINAS WITH LESS THAN A 9TH-GRADE EDUCATION REPORT EARNING **\$16,170**, WHILE NON-HISPANIC WHITE MALES REPORT **\$27,550**.

Furthermore, in addition to being leaders in their communities, at schools and in their workplaces, Latinas are a growing number of heads of households. Latina heads of households are paid nearly half of the earnings of white, non-Hispanic heads of households: **\$30,360** in 2022 for Latina heads of household in 2022 versus **\$60,610** for white, non-Hispanic men.



LATINAS WITH A DOCTORAL DEGREE REPORTED EARNING **\$100,600** IN 2022, COMPARED WITH **\$107,100** FOR NON-HISPANIC WHITE MALES.

IMMIGRANT LATINAS FACE A WIDER PAY GAP



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When understanding who is most vulnerable to discrimination and pay theft, data demonstrates that a person's place of birth significantly impacts their pay.

Even amongst immigrants, there are some Latinas who experience greater pay disparities. For example, data from 2016-2020 shows that Latinas from Honduras or Guatemala have lower annual earnings than those from Colombia.

It is important to note that women from countries in the [Northern Triangle](#) - Honduras, Guatemala and El Salvador - are [fleeing violence](#) and come to the United States seeking safety and economic security. Yet, living with such low pay exacerbates already existing vulnerabilities. Low pay creates conditions that expose migrant women to the risk of further physical and mental harm, as well as related trauma.

LATINAS WHO LIVE IN THE UNITED STATES BUT WERE NOT BORN IN THE UNITED STATES FACE A WIDER PAY GAP, WITH THE PAY GAP FOR IMMIGRANT LATINAS BEING 46 CENTS FOR EVERY DOLLAR PAID TO WHITE MEN.

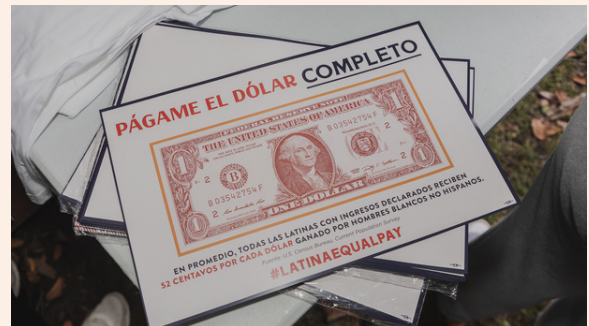


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CONGRESS: PRIORITIZE PAY EQUITY

Economic insecurity creates far-reaching consequences that dramatically impact the mental and physical health of Latinas. Worrying about feeding your family, saving for retirement or building for a stable economic future can contribute to mental health stressors and consequent outcomes. Without economic security, Latina workers are more vulnerable to physical harm in the workplace, increasing the likelihood that they will stay in an unsafe situation in order to receive a paycheck, even if being paid unfairly.

The inability to be able to support oneself, particularly for immigrant women, can lead to added vulnerabilities. Few employment options or other factors may make them feel forced to continue to live and work in places where violence, including sexual violence, and other dangerous conditions exist. It is critically important to take a deeper look at the data; disaggregating where possible to better understand the experience of Latinas in the United States. Capturing this story in a more nuanced way opens up the possibility of inclusive policy and other reforms. Among these, Congress should:

PASS THE PAYCHECK FAIRNESS ACT

which would prohibit employers from (1) retaliating against employees who discuss pay, (2) requiring salary history for hiring, and (3) reduce barriers to demonstrating that pay discrimination has occurred.

PASS THE RAISE THE WAGE ACT

which would raise the federal minimum pay to \$17 an hour by 2028 and eliminate subminimum pays for tipped workers, workers with disabilities, and youth workers.

PASS THE DOMESTIC WORKER BILL OF RIGHTS AND THE RESTAURANT WORKER BILL OF RIGHTS

two industries where Latinas over-index.

PRIORITIZE WORKERS IN THE FARM BILL

by funding the Farm and Ranch Stress Assistance Network, prioritizing child care in US Department of Agriculture rural development programs as laid out in the bipartisan Expanding Childcare in Rural America (ECRA) Act and protecting and strengthening SNAP

ACKNOWLEDGEMENTS

Justice for Migrant Women would like to thank Llewellyn J. Cornelius, Ph.D., LCSW, School of Social Work at University of Georgia for his data analysis. Dr. Cornelius is a Donald Lee Hollowell Distinguished Professor of Social Justice and Civil Rights Studies and the Director, Center for Social Justice, Human and Civil Rights at the university.

The document was made possible by the work of various organizations that advocate on behalf of women, immigrants, farmworkers, and rural women, whose research and advocacy helped to inform various aspects of this report. Justice for Migrant Women co-anchors the National Latina Equal Pay Campaign with the Labor Council for Latin American Advancement on behalf of the Equal Pay Today! Roundtable.

Visit justice4women.org and latinaequalpay.org for more information.



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APPENDIX

1. The word “earning” or “earnings” is used to be consistent with the data, however, it is important to note that Latinas earn their full paycheck, but they are not paid fully.
2. With the exception of the data regarding immigrant women, all numbers in this report are sourced from the U.S. Census Bureau 2022 Current Population Survey.
3. Data regarding immigrant Latinas is sourced from Median Earnings by Race & Ethnicity and Gender, 2016-2020 American Community Survey, U.S. Census Bureau (2020 dollars).
4. “Rural” is defined as a Non MSA. Metropolitan Statistical Area (MSA) Definition- The U.S. Census Bureau references an MSA as an urbanized locality that has at least 50,000 inhabitants. The Office on Management and Budget notes that all counties that are not part of an MSA are considered rural.
5. National Partnership for Women and Families. Quantifying America’s Gender Wage Gap: nationalpartnership.org/wp-content/uploads/2023/02/quantifying-americas-gender-wage-gap.pdf